



Openreach Limited

Ethnicity and Disability
pay gap statement
2023/24

openreach

Background

At Openreach we build connections. We bring people together and we want our workplace to bring people together too - from all backgrounds and with their own unique experiences.

Although UK organisations are not legally required to publish their ethnicity pay gap, as part of our overall commitment to Inclusion & Diversity, we have published our Ethnicity Pay Gap (EPG) and Disability Pay Gap.

Ethnic diversity and disability status is voluntarily disclosed. In April 2024, **79%** of UK colleagues were happy to share their ethnic diversity and **74%** of UK colleagues were happy to share their disability information.

Openreach Limited is a separate legal entity and is independently governed, however, it remains a wholly owned subsidiary of BT Group plc and so its numbers are also reported in the Group's pay gap reports.

Ethnicity

The ethnicity pay gap is a measure of the difference in average pay between people from a minority ethnic background and people from a white background. The results are expressed as a comparative percentage - a positive number means that white cohorts earn more, and a negative number means that minority ethnic cohorts earn more.

Ethnicity Pay Gap %

	2024		2023	
	Mean	Median	Mean	Median
Ethnic Minority	-0.9%	-2.3%	-0.9%	-2.4%
Asian	-1.0%	-2.2%	-0.6%	-2.0%
Black	0.2%	-3.6%	-1.5%	-4.8%
Multi-ethnic	1.1%	0.2%	3.1%	2.0%
Other ethnic	-10.7%	-6.2%	-8.9%	-9.2%

The overall pay gaps for ethnic minority groups in 2024 have stayed in favour of ethnic minority groups, with an overall median pay gap of **-2.3%** and a mean of **-0.9%**. But they vary by ethnic group:

- The other ethnicity group shows a bigger mean pay gap than the others. This has widened by **-1.7%** in 2024.
- Similarly, the Other ethnic group shows a larger median pay gap than other minority groups. The gap narrowed by **3%** in 2024.

Ethnicity Bonus Gap %

	2024		2023	
	Mean	Median	Mean	Median
Ethnic Minority	10.2%	0.0%	16.4%	2.8%
Asian	11.8%	0.0%	15.2%	8.1%
Black	21.3%	0.0%	35.6%	4.1%
Multi-ethnic	9.4%	0.0%	20.5%	0.1%
Other ethnic	-68.6%	0.0%	-95.0%	0.1%

The mean bonus gap has narrowed by **6.2%** and the median by **2.8%**. Our ethnicity bonus gap fluctuates on a year-on-year basis. As with pay, the other ethnic group shows a bigger mean bonus gap than the others. This has narrowed by **26.4%** in 2024.

Disability

This is the second year we've voluntarily reported our disability pay gap (which is not a legal requirement). We do it as part of our drive for equal opportunity across all characteristics.

Disability Pay & Bonus Gap %

	2024		2023	
	Mean	Median	Mean	Median
Pay	-4.7%	-3.7%	-5.2%	-4.7%
Bonus	-78.8%	0.0%	-88.5%	-1.7%

At Openreach, mean pay gaps have observed a narrowing of the gaps to **-4.7%** in 2024 compared to **-5.2%** in 2023. We also see a narrowing in the mean bonus gap to **-78.8%** in favour of declared disabled employees in 2024.

In 2024, our median bonus gap narrowed to **0.0%** showing **no difference** between disabled and non-disabled colleagues.